

Available online at www.sciencedirect.com**ScienceDirect**

Procedia - Social and Behavioral Sciences 190 (2015) 334 – 338

Procedia
Social and Behavioral Sciences

2nd GLOBAL CONFERENCE on PSYCHOLOGY RESEARCHES, 28-29, November 2014

Survey of Personality Traits (based on big five) In Professional Ethics's Growth In Medical Sciences University Of Bushehr. Iran's Aspect

Leila Qasemi^a, Mohammad Behroozi^b *^aMA student in Educational Administration, Islamic Azad University, Bushehr Branch, Iran^bAssistance Professor and Faculty Member of department of management, college of humanities and science, Kharg Branch, Islamic Azad University, Kharg, Iran. post code: 7514966911.

Abstract

Professional ethics of employees is an effective factor in the growth of spirituality and reducing administrative corruption in organizations. One factor that influences employees on Professional Ethics is personality. The overall goal of this research is to study the link between personalities of employees (Neuroticism, Extroversion, Agreeableness, Conscientiousness, Openness to experience) and their Professional ethics (responsibility, Competitiveness, honesty, respect to others, respect to values, justice, Sympathy to others, Loyalty) in Medical Sciences University of Bushehr. To study the correlation between personality style and Professional ethics of employees, five hypotheses were proposed in this project and the objective was to find the ones that were supported by the collected and analyzed data. Two sets of questionnaires titled "Form NEO five factors personality test" and "Professional ethics" questionnaires were distributed among 270 employees. Population of this research was 690 employees. The sorted data was analyzed using in SPSS and Lisrel software. While designed to test the hypothesis, based on the results, Findings show that, Between personality traits and PE, there is a positive relationship (0.445), Between personality traits and PE, there is a negative relationship (-0.251) some recommendations for developing Professional ethics in the organization, as is the end of the study

© 2015 The Authors. Published by Elsevier Ltd. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

Peer-review under responsibility of Academic World Research and Education Center.

Keywords: neuroticism, extraversion, openness, compliance, conscience and conscientiousness

* Mohammad Behroozi. Tel: +987733534463; Fax: +987733534463
E-mail address: dr_m_behroozi@yahoo.com

1. Introduction

Ethics as a regulator of human relation is always important. In management this internal mechanism can bring moral performance without needing an external lever. The role of ethics in performance and behavior, decision making and communication has been important and determinative. Hence, ethics debate and management have become a major issue in management course. (Alvani 2005).

PE expands social relationship between individuals and was created an internal norm. PE observance indicates individual personality in the organization. (Koehn, 2001).

Personality is a set of emotional and behavioral characteristic that surround and assist a person in his daily life. (Albert, 2006). In this research the relationship between personality disposition and PE is studied from traits perspective and more specially the five-factor model of personality dimensions by Costa and McCrae (1992).

The five factor model of personality as measured by the NEO-personality Inventory Revised (NEO-PI-R) includes Neuroticism, Extraversion, Openness, Agreeableness and Conscientiousness. (McCrae and Costa, 1997) The big five model also has been considered as the highly accepted and widely known personality model from the last almost two decades.

2. Review of Literature

Personality has been considered as an important factor in the personality specifically for predicting the job performance and PE. It is a behavior which differentiates one person from another (Beer & Brooks, 2011) and provides acumen whether a person will do some specific job, in comparison to others (Sackett et al, 2002). Moreover the traits, relevant to personality, are considered to be stable and steady throughout the work life in a personality behavior model. (Denissen et al 2011; Gerber et al, 2011).

Hagon and Shelton (2006) pointed out the personality theories examine the variances and similarities in a person. The similarities can be used to predict one's performance and behavior, as they provide the collective attributes of human nature. Whereas, the variances provide the measures of individual's performance and PE and are used to describe human performance and behaviours. Experts in the field of personality are of the view that the individuals in fact have a long term traits that affects behaviors at work. (Gerber et al, 2011)

With reference to research on personality, some scholars captured that personality is the effective tool that predicts job performance. (Ozar & Benet-Martinez, 2006; Schulman, 2011).

Other studies indicated that there is strong connection between big five personality dimensions with a ability to communicate and reliance. (Martis, 2007).

Conscientiousness has a relationship with job satisfaction in organization (Fatta James, 2000).

3. Research Hypothesis

3.1. Personality traits (Neuroticism) bring PE's growth between employee of Medical Sciences University of Bushehr.

3.2. Personality traits (Extraversion) cause PE's growth between employee of Medical Sciences University of Bushehr.

3.3. Personality traits (Openness) cause PE's growth between employees of Medical Sciences University of Bushehr

3.4. Personality traits (Conscientiousness) bring PE's growth between employee of Medical Sciences University of Bushehr.

3.5. Personality traits (Agreeableness) cause PE's growth between employee of Medical Sciences University of Bushehr.

4. Methodology

The purpose of this research is to determine the existence of relations between "Big Five" personality factors and professional ethics. And two sets of questionnaires titled "Form NEO five factors personality test" and "Professional

ethics” questionnaires were distributed among employees. The method is survey study. And the research sample consist of 270 (n=270) of employee Medical Sciences University of Bushehr based on Cochran formula. The method of selecting the participant was random sampling.

Instrument analysis used in this research consist of mean, standard deviation, Pearson correlation coefficient and structural equation model.

5. Findings

Table 1: Descriptive Statistics

ITEM	N	MIN	MAX	MEAN	SD
Professional ethics	234	1.00	3.06	1.9388	.39479
Neuroticism	241	1.67	3.78	3.9129	.77787
Extraversion	238	1.25	4.25	2.5147	.51434
Openness	242	1.00	4.00	2.3058	.47539
Agreeableness	242	1.00	3.11	1.9605	.45309
Conscientiousness	239	1.00	3.89	1.8536	.51343

Table 1 shows the descriptive statistic (Means, standard deviation, Max, Min) that were used to analyse the result.

Table 2: Test of normality (kolmogorov smirnov) for personality traits variables

Variable	Sig	α	Result (data)
Personality traits	0.762	0.05	Normal
Neuroticism	0.001	0.05	Abnormal
Extraversion	0.029	0.05	Abnormal
openness	0.141	0.05	Normal
Agreeableness	0.340	0.05	Normal
Conscientiousness	0.038	0.05	Abnormal
Professional ethics	0.0250	0.05	Normal

To determine a parametric and nonparametric of data, as shown in table 2, is used the Kolomogrove Smirnov test. Evidence shows that some data is parametric and the others are nonparametric therefore, the nonparametric test will be used to analyze the data.

Table 3: Sig is lower than α so that H0 reject and H1 would be accepted

variable	correlation coefficient	sig	α	Significant relation
Neuroticism	-0.251	0.000	0.05	yes
PE				

PE: professional ethics

Table 3 shows Sig is lower than α so that H0 reject and H1 would be accepted. It must be acknowledge there is a negative significant relation between PE and neuroticism, and also there is negative correlation (R= -0.251) between them. In this case PE and neuroticism are opposite to each other.

Table 4: indicate a positive significant relation between extraversion and PE, and correlation coefficient is positive (R= 0.443).

variable	correlation coefficient	sig	α	Significant relation
Extraversion	0.443	0.000	0.05	yes
PE				

Table 5: shows a positive significant relation between openness and PE, and correlation coefficient is positive ($R=0.440$). With the increasing openness the PE will increase.

variable	correlation coefficient	sig	α	Significant relation
Openness PE	0.440	0.000	0.05	yes

Table 6: shows a positive significant relation between agreeableness and PE, and correlation coefficient is positive ($R=0.504$). With the increasing openness the PE will increase

variable	correlation coefficient	sig	α	Significant relation
Agreeableness PE	0.504	0.000	0.05	yes

Table 7: the relation between conscientiousness and PE is positive. And ($R=0.445$) it means if PE increase so the conscientiousness will increase.

variable	correlation coefficient	sig	α	Significant relation
conscientiousness PE	0.445	0.000	0.05	yes

6. Figure

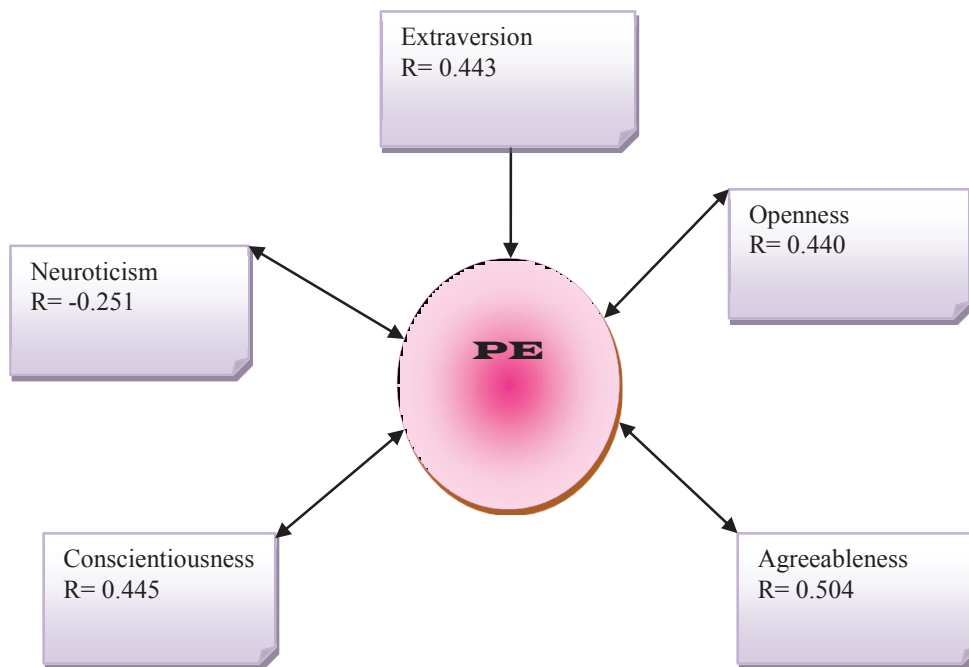


Figure 1. The impact of personality traits (big five) on professional ethics

7. Discussion and Conclusion

Professional ethics is one of the most important elements which it is concerned by leaders in management and leadership of organization in 21st century. In the 21st century, organizations are seeking PE and they make ready themselves for accountability the needs of customers. Today's organizations successful are the result of leader's policy, so to achieve this perfectness we need a dynamic organization. Personality traits (big five) are one of the most important factors that could be affective in PE'S formation in the workplace. Findings show that there is effective relationship between each of the personality dimension and PE in studied population (Medical Sciences University of Bushehr), there are the following: there is a negative relationship (-0.251) between Neuroticism and PE, but the other dimension of Big five has a positive relationship with PE.

Acknowledgements

Authors would like to thank those who sincerely supported to perform this research.

References

- Albert U, Mania G, Bergesio C, Bogetto F. (2006). Axis I and II co morbidities in subjects with and without nocturnal panic. *Depress Anxiety* 23(7): 422-8
- Alvani Medi. Ethical & Management, management studies Journal. No: 42, 41:1-11
- Beer, A., & Brooks, C. (2011). Information quality in personality judgment: The value of personal disclosure. *Journal of Research in Personality*, 45 (2), 175-185.
- Denissen, J. J., Van Aken, M. A., & Roberts, B. W. (2011). Personality Development across the Life Span. In T. Chamorro-Premuzic, S. von Stumm, & A. Furnham, *The Wiley-Blackwell Handbook of Individual Differences*. Oxford, UK: Wiley-Blackwell.
- Fatt PT, James S. (2000). Criteria used for evaluating sales person. *Management research news* 23(12).
- Gerber, A. S., Huber, G. A., Doherty, D., Dowling, C. M., Raso, C., & Ha, S. E. (2011). Personality Traits and Participation in Political Processes. *The Journal of Politics*, 73 (03), 692-706.
- Hogan, R., & Shelton, D. (2006). A socioanalytic perspective on job performance. *Human Performance*, 11(2/3), 129-144.
- Koehn, D. (2001). *The Ground of professional Ethics*, New york, Teylor & Francis.
- Martis N. (2007). A model for managing trust. *International Journal of power* 23(8): 754-69
- McCrae, R.R. & Costa, P.T. (1997). Personality trait structure as human universal. *American Psychologist*, 52, 509-516.
- Ozer, D. J., & Benet-Martinez, V. (2006). Personality and the Prediction of Consequential Outcomes. *Annual Review of Psychology*, 57, 401-421.
- Sackett, P.R., Gruys, M.L., & Ellingson, J.E. (2002). Ability-personality interactions when predicting job performance. *Journal of Applied Psychology*, 83(4), 545-556
- Schulman, S. (2011). *The Use of Personality Assessments to Predict Job Performance*. Burlington: The University of Vermont.